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POPULATION PERIL—HOW TO AVERT IT
BY ELEANOR RATHBONE, M.P.

OFFICIAL JOURNAL OF THE NATIONAL ASSOCIATION OF LOCAL GOVERNMENT OFFICERS

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ANOTHER NALGO VICTORY

THE award given for NALGO against Westmorland County Council in the Industrial Court last month and reported on another page, represents a legal victory as notable and far-reaching in its effect upon all local government officers as was the Bolton Judgment a year ago.

Hitherto it has always been held that—with the sole exception of those few officers whose appointment is governed by statute and subject to Ministerial sanction—a local authority may pay its officers such salary as it thinks fit, and may dismiss them at any time, without giving any reason for its action. These doctrines, in so far as they relate to county councils, are based upon Section 105 (2) of the Local Government Act, 1933, which states: "A county council may pay to an officer appointed under the section such reasonable remuneration as they may determine, and every such officer shall hold office during the pleasure of the council."

The right of a local authority to pay what it thinks fit, being based upon the interpretation of what is "reasonable," which is a matter of opinion, was successfully challenged by NALGO last April. Then, as was reported in the June LOCAL GOVERNMENT SERVICE, the Association, acting in conjunction with the Association of Directors and Secretaries for Education, secured from Sir Harold Morris, K.C., acting as a single arbitrator under the Conditions of Employment and National Arbitration Order, an award increasing the salary of a county director of education from £1,250 to £1,600.

The present case, however, is the first in which a court has overruled the right of a local authority during the war to dismiss an officer at its pleasure without giving any reason for its action and without allowing the officer concerned any opportunity to appeal against the decision. It thus sets a precedent of the greatest value.

A "Farcical" Offer

In 1930, the county council decided to create the new position of county accountant, and appointed Mr. B. Z. Simpson to the post. Starting with a staff of one, he speedily built up the department, despite the persistent refusal of the county council to give him an adequate staff, until it was undertaking practically all the work performed by similar departments in other counties.

Recognising that his salary was a good deal below that paid to county accountants in comparable positions elsewhere, and below the salaries paid to his fellow chief officers, Mr. Simpson applied on many occasions for an increase, and eventually reached £650. But beyond that the council refused to go, despite strong representations from NALGO and from the Association of Local Government Financial Officers. There was no question of incompetence; indeed, Mr. Simpson had obtained a number of testimonials praising his work from members of the council and fellow officers.

Finally, after waiting for 13 years, Mr. Simpson and NALGO decided to invoke the National Arbitration Order and—after first offering to accept a decision of the provincial Whitley council, the Industrial Court, or an independent arbitrator—threatened to take the dispute to compulsory arbitration.

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To this the council responded by dismissing Mr. Simpson, advertising the vacancy at a salary of £900, and telling Mr. Simpson that he might apply for the post at the new rate—an offer which, in the light of the evidence, counsel correctly described as "farcical."

After a two-day hearing, the Industrial Court accepted NALGO's contentions in full and ordered that Mr. Simpson be reinstated at the salary of £900 which the Association had held to be appropriate. This result will give wide satisfaction to all local government officers. It demonstrates once again the power of the Association to secure justice for its members—a power which will be used to the uttermost wherever and so long as local authorities persist in treating any of their officers unfairly.

Association's Action Sabotaged

There is, however, one disquieting feature of the case. Immediately it heard of the decision of the county council to dismiss Mr. Simpson and to advertise the vacancy, NALGO sent to all branch secretaries and to every officer who applied for the post a letter explaining what had happened, and advising candidates to "use the utmost circumspection before applying for a position as chief officer of this authority." As a result of that letter, several officers who had intended to apply for the post did not do so, and it was stated in evidence that six who had already applied withdrew their applications. But 65 candidates—most of whom were no doubt members of the Association—allowed their applications to stand.

This shows a deplorable lack of *esprit de corps* among local government officers. Time and again, at branch and district meetings and at Conference, fiery members have asked, "Why doesn't the N.E.C. do something to bring bad authorities into line? Why doesn't it 'blacklist' them and get officers to boycott them? That would soon show them that they must pay decent salaries!" Well, the N.E.C. is ready to "blacklist" every bad authority. It has done so in the past—and on one such occasion a branch secretary applied for the blacklisted job and got it (he was expelled from the Association, but kept the job). It did so on this occasion—but the majority of candidates maintained their applications. It is no use the N.E.C. taking firm action if members themselves sabotage its efforts in this way. Unless local government officers are ready to stand together, even at sacrifice of their personal interests, we shall get nowhere.

A New Whitley Council

ONE of the highlights of Conference was the announcement of the substantial progress made towards the formation of a new National Whitley Council upon which the local authorities' associations would be represented, and which would, by reason of that fact, be fully representative of all local authorities in the country.

At that time it was hoped that one further meeting of the parties would result in final agreement and that the new council would hold its first meeting in time to consider NALGO's application for an improvement in the cost-of-living bonus award. But the last stages of negotiations which have throughout been ticklish proved more difficult and protracted than had been expected.

Now, however, a final stage has been reached. At a meeting of representatives of the local authorities' associations, the existing National Whitley Council, and NALGO, held at the Ministry of Health on October 12, under the chairmanship of Sir Edward Forber, complete agreement was reached upon all the points at issue.

It remains now only for the constitution of the New Whitley Council as approved by the negotiators to be ratified by the local authorities' associations and by the existing National Whitley Council and the provincial councils. That process may take a few weeks yet, but no further difficulties are expected, and we hope next month or in January to announce that the new National Whitley Council is in being and has started on the great work for the co-ordination and improvement of conditions in the local government service which awaits it.

"Pay As You Earn"

NALGO can claim a substantial share in the partial victory so far won in the House of Commons against the discrimination between monthly and weekly wage earners in the Government's "pay as you earn" taxation plans, and in what we hope will be complete victory when the Chancellor has reconsidered the position, as he has promised to do.

Immediately after the "pay as you earn" scheme had been published, the Association registered a strong protest against the proposal to exclude workers who were paid monthly from the benefits which it would make available to weekly wage-earners. On October 5 an urgent circular was sent to branch secretaries asking them to make immediate representations to their local members of Parliament and to enlist their support for demands that the new system be applied to all salaried workers. At the same time arrangements were made for an amendment to this effect to be moved when the Bill came before the House of Commons in Committee.

The effect of these representations—which were repeated after the debate of October 14, at which the Chancellor announced his readiness to include salaried employees up to a limit of £600 a year—were evident when the matter was further debated by the House on October 20. NALGO's point of view, cogently stated by Mr. Geoffrey Hutchinson, K.C., Mr. T. W. Burden, Mr. H. Brooke and other members, met with united support from all sides of the House, and the Chancellor promised to reconsider the whole question. It was evident that Sir John Anderson was not himself enamoured of the Treasury scheme, and there is now ground for hope that, when the Bill becomes law, "pay as you earn" will be applied to all Schedule E taxpayers.

An Indefensible Plan

BOTH the original proposal to limit the scheme to weekly wage-earners and the subsequent plan to extend it to salaried workers earning up to £600 were indefensible on any standard of justice as between one taxpayer and another. "Pay as you earn" is clearly the fairest way of collecting tax, especially at the high level at which it stands today, and there can be no case for extending the system to one section of wage earners and refusing it to another, many of whose members are receiving incomes much lower than those who would benefit.

When the scheme is applied to all Schedule E taxpayers—as we are confident it now will be—local government officers will be relieved of a long-felt hardship. No longer will the officer, in the year after his retirement on pension, be required to pay out of his often greatly reduced income taxation based upon his earnings in his last year of employment. No longer will the dependants of an officer who dies "in harness" be required to hand over a large proportion of his savings to the tax-collector. These benefits—which will, of course, be shared by others than pensioned "blackcoats"—will be well worth the small extra cost—estimated at £50,000,000, spread over 30-40 years. In any event, the "cost" would be borne, not by the Exchequer, but by the taxpayers as a whole, and those who enjoy the benefit would themselves very largely pay for it.

At its quarterly meeting in London on October 23—a meeting held too late, unfortunately, to allow of a report in this month's journal—the N.E.C. decided to send a special message of appreciation and thanks to branches for the fine work they had done to ensure that NALGO's case was so fully and successfully ventilated in Parliament.

NALGO and Civil Affairs

SINCE it was announced in the newspapers that local government officers were being recruited for work in the Civil Affairs branch of the Army—part of which has become familiarly known as AMGOT—many members have written to Headquarters expressing a wish to volunteer for this service.

The Association has, in fact, been in touch with the Directorate of Civil Affairs for some time, and last December the secretaries of the bigger branches were invited to submit the names of suitable candidates. Many names were submitted and a number of those selected undertook courses of training.

At the moment, however, civilian recruiting for Civil Affairs is very restricted. Applications may still be made, and the names of suitable officers will be recorded, but considerable delay is probable before any action is taken. Only male officers between the ages of 38 and 55, with high administrative or technical qualifications, will be considered.

Two difficulties have stood in the way of local government officers wishing to enlist in Civil Affairs. One is the fact that should their service be continued after the Local Government Staffs (War Service) Act has expired (it was enacted for "the period of the emergency" only) they would be in danger of losing their superannuation rights and any supplementation of service pay agreed by their local authorities. The second is that, as volunteers, they would lose the guarantee of reinstatement in their civil positions on demobilisation provided by the National Service (Armed Forces) Act, 1939, as amended by the National Service Act, 1941, which apply only to men who have been "called up or called out." Negotiations are in progress with the object of overcoming these difficulties. While it seems improbable that the Local Government Staffs (War Service) Act would in fact be allowed to expire before all local government officers in the Forces had been demobilised, officers wishing to volunteer for Civil Affairs should realise that they do run some risk of being prejudiced on their return to civil life. NALGO, of coufse, will do all in its power to safeguard their interests.

Officers still in the employment of local authorities who wish to volunteer for Civil Affairs should submit their applications through NALGO, 24, Abingdon Street, London, S.W.1, giving the following information: 1. Name and address; 2. Rank (in case of retired army officers); 3. Age; 4. qualifications; 5. Languages spoken and understood; 6. Medical category, if known; 7. Present occupation and name of employing authority (or, if retired, when and by whom last employed).

Officers now serving in the Forces must submit their applications through their commanding officer.

Disjointed Councils

NOT quite half of the county boroughs in England and Wales are known to have established local joint councils, which NALGO has persistently advocated as desirable for the settlement of local difficulties and disputes between authorities and their staffs. A recent inquiry, however, revealed that many of these joint councils, though technically still in existence, had not met for years and were virtually moribund. Explanations in such cases ranged from the "extremely reasonable" attitude of the authority towards staff applications, rendering meetings of the joint council unnecessary, to frank statements that the authority's representatives on the council were so "reactionary" that to refer any question to it was to ensure a prompt and insurmountable stalemate.

Obviously, no local joint council can operate unless both sides participate in a genuine spirit of co-operation and compromise. In one case it was stated that the main function of the council appeared to be to convey to the staff the decisions the authority had already reached. On such a basis, any joint council is more likely to generate friction than to reduce it.

The Government makes no secret of its desire that difficulties between employers and employed everywhere shall be settled by consultation between the parties. Industry is adopting that principle and finding—perhaps to its own surprise—that it pays. Surely local government officers are entitled to expect that local authorities, as their employers, will not merely agree, tongue in cheek, to set up local joint councils, but will do their share to ensure their success.

Can Planning Be Painless?

IT is a healthy sign that one of the basic problems of reconstruction has been recognised and is beginning to be discussed. To what extent are we, as members of the public, willing to accept control and regulation after the war so that the best possible use can be made of land, materials, and labour in an all-out effort to convert what we have today into what we know our children ought to have tomorrow? To win the peace, we are repeatedly told, will be more difficult than to win the war—yet to lose the peace will mean that we have lost the war, irrespective of armistice terms or peace treaties.

The average Englishman, that non-existent paragon of all the virtues, has a strong instinctive reluctance to accept any more Government control and direction than he feels is absolutely essential. To him, personal liberty is something real and valuable, not lightly to be yielded. Yet reconstruction and the establishment of a system of living under which want and disease can be eliminated will demand a concentration of the national effort equal to that required by total war; and experience has taught us that total effort cannot be mobilised without a good deal of control and direction.

If we are all to put on again, as a peacetime costume, our liberty to spend, work, and live as and where we please, planning in its full sense will be impossible. Yet the British instinct against control is a sound one. To give way too easily to demands for compulsory powers for this and that is to start on the slippery road to the slave-state, which is exactly what many are fighting to destroy.

Which way will it be—because it does not seem possible in this case to "have it both ways."

The Engineer's Part.

CONGRATULATIONS to the Institution of Municipal and County Engineers which, after celebrating this year its seventieth birthday (a fact to which, but for the Conference report, we should have referred at length in the July journal) has just demonstrated its youthful vitality by staging, in conjunction with the Institution of Civil Engineers, one of the most exciting of all the "reconstruction" exhibitions.

This "Practical Planning" exhibition, which was on view in London last month and will, we trust, now be sent on a provincial tour, clearly demonstrates the dependence of modern civilisation on good transport and water supply, cheap and readily available electricity and gas, efficient heating, and sound building. With the aid of excellent models, photographs, maps and diagrams, it shows how these needs can be met after the war, despite shortage of money and materials, provided—and this is the main point—that plans are adequate and co-ordinated. Emphasis is laid on the need for regionalisation of water, transport, gas, electricity, drainage and sewerage services. Altogether a most stimulating display.

It is the aim of "Local Government Service" to encourage the fullest freedom of opinion and expression within the Association. Unless the fact is expressly stated, therefore, views put forward in the journal—whether in the editorial columns or in signed articles—should not necessarily be regarded as expressing the considered policy of the Association.

The Population Peril—*How Local Government Can Help to Meet It*

By ELEANOR RATHBONE, D.C.L., LL.D., M.P.

WE have heard a great deal lately about the population problem. On July 16 it was the subject of a serious debate in the House of Commons. What are the facts? They are these.

Britain's birth-rate, which has been falling steadily for the past 50 years, was before the war about the lowest in Europe.

It was between 25 and 30 per cent below the rate necessary to maintain the population at its present level.

Many estimates have been made as to what is likely to happen in the future. Although they differ in detail—as they must, since they are based on different assumptions—all agree on the major point that unless something is done to reverse the present trend we shall, in the not very distant future, be on the road to national suicide.

The accompanying diagrams illustrate two of the best known estimates, made by Dr. Enid Charles in 1935. Taking as a basis the fertility and mortality rates of 1933, her first estimate assumes that the rates for that year will remain unchanged, neither falling nor rising. Her second estimate assumes that both fertility and mortality rates will continue to fall as they did in the years immediately before 1933.

Even the first estimate, based on the more favourable assumption, shows a serious position. According to this estimate, whereas today we have a working population of 27 millions to support eight million children under 15, and six million elderly people over 60, **we shall, by the year 2,000—within the lifetime of many now living—have a working population of only 18 millions to support five million children and seven million persons over 60.**

A Terrifying Prospect

On the second assumption, the position in the year 2,000 would be catastrophic. For we should then have a working population of only 14 millions to support two million children and eight million persons over 60. And the decline could not stop there. It would inevitably continue, until we became a nation of old-age pensioners with nobody to pay their pensions, and eventually disappeared altogether.

Many experts regard this second assumption as too gloomy, and it seems probable that the truth lies somewhere between the two. Whatever it be, however, the position is undoubtedly serious and sufficient to terrify anyone with the intelligence to grasp it and patriotism enough to care for the future as well as the present of our country. Those of us who believe that Britain has a world mission do not want to see it become a second or third-rate power, as it must do if the future foreshadowed by the present trend of our population becomes a reality.

Six Remedies

What can we do about it? In my view there are six remedies. Five of them closely concern local authorities and local government officers, who, if they are adopted, will have much to do with their administration. The remedies I propose are:

Adequate family allowances;
Educational propaganda to bring the facts home;
Better housing;
Better communal services for children—nursery schools, school meals, milk, and so on;
Better education for future motherhood; and
Greater generosity towards immigrants of foreign stock.

I put family allowances first in time as well as in importance. Most of the other remedies I have suggested will inevitably be slow in having effect, since we have neither the materials nor the labour to achieve them quickly; but family allowances could be introduced next week by a stroke of the pen if Parliament and the Government, which has already approved the principle, so wished.

If family allowances are to be effective in increasing the birth-rate, however, they must be reasonably generous. The Beveridge Report proposed 8s. for each child beginning with the second. The Government proposes to cut the amount down to 5s. for each such child. That is not enough. As the experience of those countries which have tried family allowances has shown, too small an allowance, while it will slow down the mortality rate, will not greatly affect the birth-rate. Nevertheless, though the amounts they paid were paltry, none of the countries which tried family allowances before the war to stimulate the birth-rate—France, Belgium, Germany, and Italy—considered them a failure; indeed, the tendency in all these countries was to spend more and more on family allowances and to take an increasing proportion of the money from State funds.

Most people, I think, agree that the primary factor responsible for the falling birth-rate today is financial. Parents in all classes of society are unwilling substantially to lower their standards of life—and the standards they can provide for the children they have—in order to have a bigger family. They want a comfortable home, not a crowded one. They want to give their children a good education. They want reasonable holidays, recreation, and other amenities. And when, as so often happens, they are faced with a choice between these things and a bigger family, it is the extra child who is sacrificed.

This is not a purely selfish attitude. Ministers of religion, doctors and teachers, for example, cannot be suspected of lack of love for children. Yet these three classes have, according to the latest available figures, the lowest birth-rate of any. That is not because they do not want children—most of them do—but because they feel it necessary to deny themselves children for whom they could not afford to provide a happy home life and a satisfactory economic future.

Any system of family allowance which is to overcome this difficulty must be sufficiently generous to overcome the severe financial handicap of a large family. There should be a national scheme providing a flat-rate allowance not less than the Beveridge minimum of 8s. a week for each child beginning with the second. On top of that, we must have a supplementary scheme to encourage those in the higher-income classes to have bigger families. Such a supplementary scheme would, of course, be financed entirely by the classes which would benefit from it—for nobody suggests that the poor should subsidise the children of the rich.

Compulsory Insurance Plan

A number of schemes of this kind have been put forward by economic experts. Mr. R. F. Harrod, in his pamphlet, "Britain's Future Population," for example, has suggested a compulsory insurance scheme for all persons earning more than £250 a year. Under this scheme, all men over 20—bachelors as well as married men—would pay a compulsory levy of 1s. in the £ on their incomes over £250, with a maximum contribution of £50 a year. From the money thus raised, allowances would be paid for the second and subsequent children in each family, graded according to the parent's income and the ages of the children. The idea behind the scheme is that all persons who had fewer than the number of children needed to maintain a steady and balanced population (estimated at 2.77 children per family) would pay into the fund more than they got out of it, while those who had more than this "average" number of children would get from the fund more than they paid into it.

The allowances payable under this scheme would be substantial. Thus a parent with an income of £300 a year and paying a contribution of £2 10s. a year, would receive in respect of his third and each subsequent child an allowance of £30 in each of the first seven years of the child's life, £60 for each of the next six years (7-13), and £90 for each of the next five years (13-18). The annual allowances for a man with an income of £500, who would pay £12 10s. a year, would be £41 for the first seven years, £82 for the next six years, and £123 for the next five years. One half of these rates would be payable in respect of the second child in a family. The present income-tax allowances for children would disappear.

BRITAIN'S FUTURE POPULATION

ESTIMATE I. (based on the assumption that fertility and mortality rates of 1933 would remain constant)

Each symbol represents two million persons

The scheme would be flexible. If it failed to raise the birthrate to a stable level, the income of the fund would exceed the benefits, and the benefits could therefore be increased still further. If, on the other hand, the birth-rate rose to a level above that needed to maintain a stable population, the benefits, which would no longer be so necessary, would have to be reduced.

Since it would obviously be unfair to tax those who have already brought up families without assistance, Mr. Harrod's scheme would be limited in its early stages to men between the ages of 20 and 30. Ultimately it would be compulsory upon all men over 20 with incomes above £250 a year. Spinsters would pay no contribution.

Another scheme which has, I believe, high financial authority behind it, is that the present income-tax allowances for wives and children should be made on a percentage instead of on a flat rate basis, the allowances representing a percentage of the parental income subject, as before, to a maximum rebate. Such a scheme could, if necessary, be put into effect without any increase in the present cost to the Exchequer.

A Chance for Local Authorities

A third and quite different possibility—in which the State and local authorities might give a lead to the country, as they have already given a lead in respect of pensions for their employees—would be an extension of the existing voluntary schemes to all appropriate employing bodies. Nearly all the universities and most of the religious denominations, for example, have schemes of children's allowances, financed out of the funds available to them. The best known and possibly the most generous is that of the London School of Economics, which gives an allowance of £30 a year for each child up to the age of six, and after that, of £60 a year up to the end of the school or university education. This scheme was initiated twenty years ago by Sir William Beveridge himself.

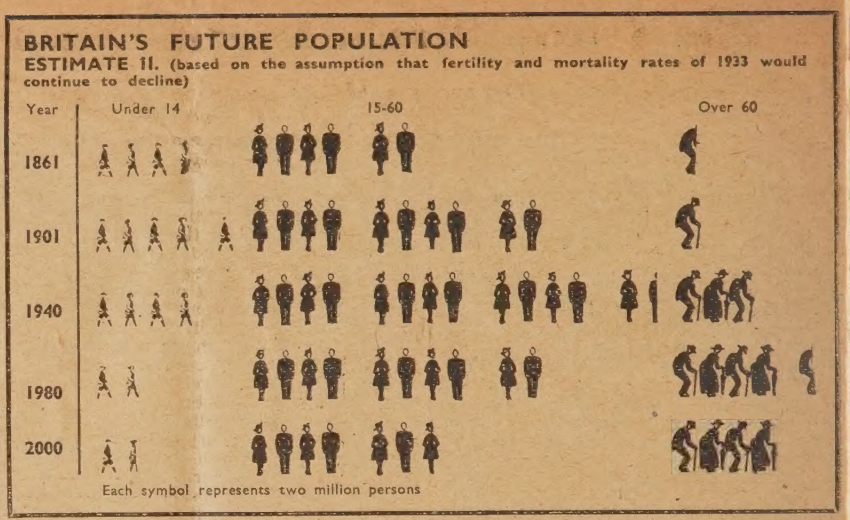
Such schemes are excellent, but they extend far too slowly. One would have expected the State and the local authorities, had they apprehended the importance of this problem, to have set an example by starting such schemes for their own services. Instead, they have lagged behind private enterprise. Why have we no schemes of family allowances in the Civil Service, in the local government service, or in the teaching profession?

Since we cannot depend upon voluntary schemes, we must have some form of compulsion, although such compulsion might leave the different occupational groups free to adopt whatever scheme they preferred, provided it complied with certain conditions. The primary consideration is that the allowances shall be such as will leave the parent in a particular income group, whether his children be few or many within reasonable limits, in a financial position not less satisfactory than that of the childless married or unmarried person in the same income group.

Public Education Essential

Removal of the financial burdens on parenthood, however, will not be enough. The facts about the falling birth-rate and the dangers, national and social, which it will involve, must be brought home to the people. That will not be easy. The man in the street, though not lacking in patriotism, is terribly short-sighted. He can see a danger that is going to materialise in a few months or even next year, but show him a danger that is coming in about 30 years, and he will not be excited. Tell him that the population difficulty will not become really serious for something like 50 years, and he will probably be quite uninterested.

Nevertheless, something can be done. The Government should seek to bring home to the nation the high value which should be set upon motherhood and parenthood. We must get rid of the attitude of contemptuous or rather amused pity with which the large family is regarded. The status of the mother must be raised and her hard and dangerous task made easier, not only by better provision for pregnancy and the other measures I am about to suggest, but by giving official recognition of her services. For this purpose it is essential that children's allowances, save in exceptional cases of unsuitability, should be paid to the mothers. This is not only just, but, as all foreign and Dominion experience has shown, it halves the risk that the allowance may be mis-spent, since it passes directly to the parent who normally has the spending of it and is least likely to neglect the children. The British working-class mother is often and unjustly abused. As the British Medical Association report and several other economic surveys have shown, she does as a rule expend her small resources with a much greater rule-of-thumb competency than her social "betters" are apt to attribute to her.



Housing Policy Must be Changed

Other steps must be taken. During the 'twenties and 'thirties we spent millions of the taxpayers' money on housing subsidies. Those costly houses were built, but how were they allocated? We all know that the private landlord frowns on big families—but many of the local authorities also frowned on them. They were only too glad to get comfortably-off spinsters or an elderly couple with only two children as tenants, because they would treat the houses better. Only a few exceptionally intelligent authorities encouraged parents of large families by schemes of rent rebates. The Ministry of Health mildly encouraged the idea, but could not, when recently questioned in Parliament, even say how many and what local authorities had adopted any such scheme. The principle should have been made compulsory. There is no reason why these costly houses, built at the expense of the public, should have been allocated to people who did not need subsidised houses at all. Why not make rent rebates on subsidised houses compulsory now?

Then there are school meals and milk, valuable because they would supplement the cash allowance and ease the burden on the mother. How many children are getting school meals today? The Board of Education is proud of the fact that by May last the number had risen to 1,000,000 and continues to increase. But even when it reaches 2,000,000, that will be only two-fifths of the school population. How long will it be before school meals are available to all children in elementary and secondary schools?

The same objection of tardy development applies to nursery schools, crèches, etc. By all means let us extend them as quickly as we can—and in this connection it seems questionable whether the standard of staffing now insisted on is not extravagantly large. Is it necessary, in towns where doctors and nurses could easily be called in when young children fall sick, that a fully-trained nurse should be on the permanent staff? But it will inevitably take years to make full provision, and for this and other reasons I urge the need, in addition to all these other measures, for an immediate start on the education of girls in the schools for future motherhood. Evacuation has shown that the unsatisfactory mother is not always the slum mother; the cause of her deficiencies may be that her education stopped six years before she began to be a mother. The gap is too long. The school leaving age must be raised and a continuous scheme of part-time education initiated in which attention is paid to carefully-worked-out schemes of preparation for housewifery and motherhood.

Lastly, I come to a step which, while it does not closely concern local government, is nevertheless important. Though you can hurry up most things, you cannot hurry up the production of an adult citizen. But you can bring in ready-made citizens. That is largely how we built our Empire—and how Britain itself was built up. Many strains poured into our blood stream and enriched it, adding enormously to our capacity to understand other races. But for the past 20 years we have abandoned this generous policy; we have closed the door to foreigners or made it difficult for them to come in. I believe that is a mistake. We are losing a great opportunity which Hitler's lunacy has offered us, of skimming the cream of European culture and learning the secrets of European industry by accepting as citizens able people who, for one reason or another, do not want to be repatriated after the war, or have grown to understand and love us.

Need for Bold Leadership

No time must be lost; we have lost enough already. Every one of the steps I have advocated could be begun now. Let us—and I am appealing now particularly to all concerned in the work of local government—vie with each other in showing with how much boldness, how much courage, and how much imagination we can contribute to its solution.

Readers who are interested in the big subject so briefly dealt with here can obtain ample material for further study from the Family Endowment Society, 19, Wellgarth Road, London, N.W.11.

The Councillor's Rights—and the Officer's

What are the proper relations between councillors and local government officers? May a councillor visit departments, give instructions, or seek information? Should an officer discuss his work with a councillor? Questions like these, sometimes the cause of difficulty, are here answered by C. TREWAVAS, town clerk of Stretford.

THE governing body of a county, a borough, or a district is, in its operation, as in its constitution, entirely democratic. The council can act only as a body. Since that body is composed of a number of units, whether aldermen or councillors, it follows that the individual alderman or councillor, as such, has no effective separate existence. For the purposes of local government he exists only as a unit or fraction of the corporate body to which he belongs. He "pulls weight" by speaking and voting in council or committee.

Following out this reasoning, the powers of a councillor as a unit in a body which decides questions on the principle that the will of the majority shall prevail over that of the minority are, according to law, restricted to what he is able to accomplish in the council chamber or committee room. As an individual, he can give no instructions to any official of the local authority, nor is he entitled, by virtue of his membership of the council, to visit and inspect any institution, building, or work of or belonging to the authority, save in pursuance of a specific direction or permission from the authority.

Strictly speaking, this principle holds good even in reference to the chairman of the committee which has general control of the institution, building, or work in question. The responsible officer would not be acting unlawfully if, in the absence of such direction or permission, he refused to admit the chairman or any other member. Nor is he required to take any directions relating to his work from any of them.

Chairman's Duties

In practice, of course, it is recognised that the chairman of a committee, acting in accordance with the presumed wishes of the committee, may make suggestions, and even, in emergency, give directions to the officer in charge. Admittedly, the road to efficiency of management and control lies along the line of wholehearted co-operation between the chairmen of committees and the council's officers responsible for the work of those committees. Since, however, it is by virtue of the presumed wish of his committee that a chairman so acts, he should be especially careful not to take upon himself the giving of any authorisation or direction unless he feels assured (*a*) that the committee would approve the course adopted, and (*b*) that the matter cannot conveniently wait such approval.

The primary, and the only essential, function of the chairman of a committee is, as the title implies, to occupy the chair at meetings of the committee, which involves presiding over discussions (rather than taking the lead in them), regulating debate, and preserving order. A further natural function of a chairman is to prevent unfair attacks being made upon officers of the department with which the committee is concerned. This is necessary since, in general, officers are not in a position effectively to defend themselves from such attacks.

Every department of a local authority is administered by an officer who is personally responsible to the council, and to the appropriate committee, if any, for the actions of himself and all members of his staff. This responsibility does not fall upon, and should not be assumed by, the chairman of the committee—in other words, there is no such functionary as the chairman of a department, or of a service. The responsible officer, who is invariably elected on the grounds of training, experience, and general suitability for the office, is entitled personally to direct the work of his department, subject only to the control of the council, exercised directly or through the committee appointed for the purpose. A wise chairman will scrupulously refrain from even seeming to take the responsibility for the direction of a department out of the hands of the officer on whom that responsibility has been placed by the council.

The amicable relations generally existing between chairmen of committees and the officers concerned are well known, as is the customary co-operation between them. That co-operation undoubtedly makes for the efficient and satisfactory working of the department with which, in their different capacities, they are concerned. This, however, does not alter the legal position, and there may be times when the chief officer of a department feels that the chairman of the committee has failed to appreciate the difference between controlling the medium of decision and directing the instrument of execution.

Contact With Staff

Notwithstanding what has been said above, the chairman of a committee normally enjoys freedom of access to all property under the control of his committee, on the assumption that he is doing what the committee would direct.

He should, however, be particularly careful in the exercise of this right. It often happens, for example, that the officer in charge of the depot, institution, or establishment visited is not himself the officer responsible to the committee, but is subordinate to him. For the chairman or other visiting member to offer observations and suggestions, or to make complaints, to this subordinate officer—observations which can reach the head of the department only at second hand and may not reach him at all—is embarrassing to the latter and may tend to weaken discipline. It is important, therefore, that chairmen of committees and, in fact, members of councils in general, should, as a matter of principle, refrain from personal approach to any member of the staff other than the responsible head of the department. Conversely, subordinate officers should refrain from personal approach to members of their councils, and members should discourage any such approaches. Councils look to their chief officers, and hold them responsible, for the proper conduct of the business of the departments they control, and for the maintenance of discipline. It should hardly be necessary to observe that nothing renders the maintenance of discipline so difficult as unregulated contact between the staff and individual members of the council.

The officer in charge of any institution or work would obviously be unwise to refuse facilities to a councillor desiring, it may be, to become fully conversant with the institutions and works of the council on which he serves. There may, however, be times and occasions when an officer is justified in refusing facilities for the inspection of any such institution or work under his control. It is not inconceivable that a councillor with a "bias," or in the pursuit of a vendetta against an officer, might seek material for his purposes through visits to the council's institutions or works. In such a case the responsible officer would be fully justified in refusing facilities for inspection except in pursuance of instructions from the council or the appropriate committee.

Another question which not infrequently arises, particularly in the case of new members, is whether and to what extent councillors are entitled to a more intimate knowledge of documents to which reference is made in officers' reports. Members of a council have a prima facie common law right to inspect and take copies of documents addressed to or by the council. This right, however, is not unlimited. Where, for example, there is impending litigation between the council and a third party, and it appears that the member seeking access to documents is actuated not solely in the public interest, but also, and perhaps primarily, in that of the other party to the litigation, there is no right of inspection of relevant documents.

Moreover, a member has no right to a roving commission to examine Corporation documents out of mere curiosity. He can see them only for bona fide purposes connected with the council's work.

Legal Advice

Sometimes, a member asks the town clerk for a legal opinion on some point he desires to submit to the council. Here again, the member is up against the limitations of his position as being merely a constituent part of a corporate body. He cannot require that the town clerk draft a proposed motion, or amendment to a motion, which he may desire to place before the council. In practice, however, town clerks readily give advice to individual members, and draft notices of motions and amendments to motions coming before the council on the initiative of such members.

Similarly, heads of departments are at all times ready to discuss with members matters on which they may be seeking information or advice.

So far as is practicable, the head of a department supervises everything that is being done in his department. It is disconcerting to learn in committee, as occasionally happens, that some member has, without his knowledge, approached a subordinate officer of the department in search of information, instead of seeking it from the head of the department direct. Heads of departments prefer that all information should be obtained from them direct for three reasons: they are ultimately responsible for the accuracy of all information emanating from the department; the direct approach saves time in committee; and it affords an opportunity for members and chief officials to meet and get to know each other in a less formal atmosphere than that of the committee room or council chamber.

A Guiding Principle

In their relations with officials, members of councils would avoid much of the uncertainty, and even dissatisfaction, which they sometimes experience, and would avoid being at cross purposes with officers, if they would bear in mind the maxim that "The council dictates policy, whilst the officials carry it out."

This is a sound general rule, though, like most generalisations, it is perhaps too sweeping to be read literally under modern conditions when, in the larger matters, policy is dictated by Parliament through one or other of the great departments of state. Notwithstanding such exceptions, however, there is plenty of scope for the exercise of what has been so well described as collective wisdom, while still leaving to the discretion of the official the method of performing the duties for which he is, by training and experience, specially equipped. Failure in this respect, though the work may still be satisfactorily done, inevitably weakens an official's sense of responsibility, and, in an extreme case, may tend to destroy his faith in his own judgment, with the result that he will decide nothing, and members will find themselves doing work which the council is paying the official to perform.

We Must Fight to Preserve Local Government —it is Worth Fighting For

By Councillor P. B. RENSHAW, Southend-on-Sea

IS local government worth while? I ask the question not because I myself think it is not, but because I fear that an undesirable alternative is being gradually foisted upon us. I am convinced that local government, as it has been developed and practised in this country for the greater part of a century, is an essential part of our democratic system, and that it has, generally speaking, risen to the height of its opportunities and responsibilities and has developed an efficiency of which we can feel justly proud. I believe that the local liberties it has conferred are so valuable that we should all be alert to defend and maintain them. I can best demonstrate the reason for that belief by examining the powers, constitution, and working of a typical borough council and listing the respective advantages and disadvantages.

1. **Powers.**—All powers of local government are derived from Parliament, being laid down in Acts of Parliament and in Regulations made under those Acts. The Central Government also contributes towards the cost. The Government Departments are, therefore, charged with the duty of seeing that the law and regulations are duly administered, that their meaning is correctly interpreted, that capital expenditure is properly controlled, and that the local accounts are audited in due course.

The more obvious advantages of this system are:

(*a*) The local authority is empowered to provide local services and amenities in accordance with local needs and wishes, provided its proposals meet with the approval of the Government Department concerned;

(*b*) Undue extravagance, freakish development, or failure to provide necessary services, may be checked by the Government Departments;

(*c*) Some measure of uniform practice is maintained throughout the country, with variation to meet varying local requirements; and

(*d*) Poorer localities receive greater assistance from national funds.

This system has two major disadvantages:

(*a*) The council is not entirely master of its own house, since the Central Government may both enforce and restrict its powers over local services and over the scope of development;

(*b*) Where services under local control overlap in adjoining localities there is frequently a lack of co-ordination and prompt co-operation, and this tempts the Government to superimpose regional control by a civil servant.

Regionalisation on the lines on which it has developed during the war is a camouflaged form of centralised government, and provides an easy stepping-stone to the complete removal of local services from any local control and their final absorption into the central bureaucratic system.

2. **Constitution.**—Local authority in a borough is vested in the corporation, which consists of the mayor, aldermen, councillors, and burgesses, and is exercised by the town council, elected to represent the ratepayers.

Advantages of this system of government are:

(*a*) The ratepayers choose the people who are to manage their affairs and to decide how the money they pay in rates is to be spent; in other words, he who pays the piper calls the tune. If the councillors fail to satisfy general local desires, the ratepayers can turn them out and elect others in their place.

(*b*) Council meetings are held in public, and are reported in the Press, in which outside local opinion can, and frequently does, find expression.

(*c*) The aldermanic system secures the retention of the services of men with long experience whose conduct has gained the confidence of the people's representatives.

(*d*) The staggering of retirements, of both aldermen and councillors, prevents sudden revolutionary changes which might disorganise the whole course of service and development.

The system, however, has three major disadvantages:

(*a*) Ratepayers are not compelled to vote, nor indeed, to take *any* interest in the management of their affairs. Apathy is so widespread that usually less than 40 per cent of the electors vote at municipal elections, and the basic democratic principle of "government of the people, by the people, for the people," is thus undermined by the fact that 60 per cent of the people neglect to play their part.

(*b*) There is no system for selecting and training suitable candidates for election, which tends in consequence to be haphazard. Energetic and progressive ratepayers' associations can stimulate the ratepayers' interest in civic affairs. But such activities normally reach only a small proportion of the ratepayers, the majority of whom remain ill informed on the state and progress of their corporate affairs, and on the qualifications, character, and suitability of the men empowered to conduct them.

(*c*) The salary or expenses allowed to the mayor is generally insufficient to cover the cost of the hospitality he is expected to dispense on the town's behalf, and he must meet the balance out of his own pocket. This limits the choice of mayor to men with ample means.

3. **Method of working through committees and chief officers.**—The corporation's work is divided into departments, each with a technically qualified chief officer at the head of the necessary staff of officials and workpeople. Each department is placed under the control of a committee of the council. The chief officers advise the committee as to what work is required, how it should be carried out, and what staffs should be employed. The committee discusses and decides these details and also questions of policy relating to the work and the employees. The minutes or reports of the committee meetings are presented to the monthly meetings of the council for approval. The council as a whole, therefore, has the power to confirm or reject the decisions of the committees.

The advantages of this method of working are:

(*a*) The details of departmental work, and of preliminary proposals for development, are thrashed out by a small body of people who, by working on the committee, have gained some experience of that particular branch of the corporation's activities. This leaves the council free to deal mainly with questions of policy.

(*b*) The members of the committee consider the effect of official proposals and methods upon the pockets and welfare of the ratepayers and also upon the conditions of work and prospects of the employees.

(*c*) The committee can deal not only with official proposals, but also with suggestions and criticisms made by its members, or by ratepayers.

There are two disadvantages inherent in the system:

(*a*) Owing to lack of previous training, members of the council may have little knowledge of the subjects on which they have to make decisions: consequently they may agree too readily to official suggestions or, on the other hand, may block useful official proposals.

(*b*) There is a tendency for vested interests or political party considerations to influence unduly the decisions of individual members on questions of policy. This may prove detrimental to the general welfare.

In the light of this review of our pre-war local government system, I suggest that, on the whole—and provided the ratepayers take adequate interest in their corporate affairs and in the people appointed to manage them (councillors and officers)—the system does provide, in spite of some drawbacks, satisfactory, progressive, and economical government of local affairs in accordance with the democratic basis of our national polity.

To-day, we find that many local privileges have been sacrificed because of the war and that others are threatened for the future. As Mr. Geoffrey Hutchinson, K.C., M.P., put the present position recently:

"The fire service is now a national service for which the Minister of Home Security is responsible. Many of the smaller boroughs have lost their police forces, which they had long been accustomed to administer, but which under conditions of war, have now been merged in the larger county forces. The Minister of Agriculture will shortly seek to assume through the agency of the county war agricultural committees, many of the functions concerned with agriculture for which hitherto the county councils have been responsible. The President of the Board of Education proposes that the powers of the elementary education authorities (or Part 3 authorities) should be transferred to the county councils. It is expected that, before long, the Minister of Health will enter the field with a scheme to transfer elsewhere the responsibility of the local authorities, other than perhaps the county councils and the county boroughs, for many of the public health services which they now administer; and in the background the Minister of Town and Country Planning, novel and mysterious, is felt to be meditating some further incursion upon the existing scene."

Let me add to that list of changes made and pending the experiments in regionalisation, not only in control of transport, but also the very drastic measures taken in connection with security.

Is it surprising that local authorities are fearful and apprehensive as to the future? Their resistance to the process which is slowly divesting them of the control of public services with which they have long been trusted must not be considered as arising solely from resentful *amour propre*. They fear the effect upon the highly efficient machine of democratic local administration which has been gradually built up through many decades. They fear that the gradual reduction of local responsibility may seriously affect the calibre of the highly qualified professional officers who have been increasingly attracted into the service of the local authorities.

They also fear that the type of efficient and active elected representatives, whom local government is beginning to attract by its growing opportunities for useful service, may be discouraged if local responsibility is too drastically whittled away.

If we consider local government worth while we must prepare to resist the present trend towards a reduction in its scope. We must find ways and means of voicing our opinions and impressing them on our local authorities and also on the central authorities through members of Parliament. If we would preserve our privileges, we must be watchful and bold for as has so often been said: "The price of freedom is eternal vigilance."

BUILDING AN EFFICIENT NATION

Wider use of modern methods of testing intelligence and practical ability, with consequential changes in our educational system, would materially improve national efficiency and assist in fitting human pegs in the right holes, declares C. A. NORMAN.

IN the past, and especially the more recent past, inefficiency in some of its many forms has resulted in danger to the nation. The hurried efforts made during the war, for example, to fit the right men into the right jobs, emphasise the importance of never allowing such a state of affairs to exist again.

The education department has a big part to play in the realisation of the aim of national efficiency. To this department belongs the highly important task of administering almost the whole process of turning a small child of five into a useful citizen. The importance of this has been realised in totalitarian countries, and, while our aim must not be to secure a state of mechanical efficiency—enslavement of body, soul and spirit to the state—democracy must formulate its own methods of obtaining a degree of efficiency that can, if necessary, be pitted against the forces of totalitarianism.

In an ideal state, every man and woman would have the type of education best fitted to his or her capacity, and would work at a job which was within—but at—the limit of ability.

Since state education was first provided, its scope has been extended to include elementary, secondary, and technical schools. For the purpose of deciding which children shall be given which education, examinations on the "ad hoc" principle have been established—that is, a new examination for each new situation needing to be dealt with.

Measuring Capacity

Before education or employment can be designed to fit the varying capacities of many people, those capacities must be measured. The means of measurement some years ago were inadequate for this purpose, but recent work by research psychologists has made possible a great advance. We can now measure two aspects of ability that are important to the art of living—the verbal or abstract ability used in academic subjects, and the practical ability used in non-academic subjects. As this subdivision is seen more or less clearly in after-school life (i.e. the distinction between "black-coated" and "manual" workers), it is obvious that measurement of abilities in these directions will be of great value, not only in avoiding "misfits," but also in providing suitable education and thus enabling children to realise all their possibilities.

Such a system of measurement could be introduced with as little trouble as the school medical service. If children's bodies are measured and weighed with a view to securing physical health, it is wise that, if possible, their intellects also should be measured with a view to securing mental health—the mental health and well-being that results from having a suitable job and consequently a happy basis for life.

Two Tests Needed

To achieve this object, all children should be given intelligence tests between the ages of nine and 11, and this testing should to some extent supersede the present special place examination. The tests could no doubt be determined by a Royal Commission: possibly two—for example, one of the recent revisions of the Binet-Simon tests to measure abstract or verbal ability, and a test of the type of Alexander's performance tests to measure concrete or practical ability—would be suitable. The results from these—expressed in the form of intelligence quotients after reference to age at the time of testing—could be entered on a card for each child. An average child would have a quotient in each case of 100, and brighter or duller children a higher or lower quotient respectively. It is known that "intelligence" as measured by such tests and expressed as a quotient does not vary throughout life, except in very unusual pathological or extremely malnourished cases. The results of such tests could, therefore, form the basis for future education.

Children with intelligence quotients (abstract) of 120 and over could, as now, be "creamed" for secondary schools. Similarly, children with high concrete intelligence quotients could be placed in elementary schools with a more practical bias. At the other end of the scale, children with low abstract quotients, who are now classified "feeble-minded" (although it has been proved recently that such children often have concrete intelligence approaching normal) could be taught by the special methods now used in the most progressive special (M.D.) schools. The criterion of mental deficiency in children appears to need revision to bring both concrete and abstract intelligence under consideration, instead of only the latter, as at present.

The number of places at universities should be increased, to allow a greater proportion of the "secondary" school children opportunities of university education. An increase in the number of technical schools also, to cater for children leaving the practical "elementary" schools, would not only result in their being better fitted for employment later, but would help to build up a greater pool of skilled labour. This would be invaluable in times of national emergency, such as the present, when great quantities of mechanical equipment are needed. It might even be possible to raise the school leaving age eventually to 18, with the last two or four years devoted either to "semi-university" or "technical" types of education.

The work of the juvenile employment bureau could largely be governed by the results of the tests, which, with records of school career, would give a fairly complete picture of the boy or girl to be placed in employment. The machinery necessary would be a number of officers trained in the use of the tests decided upon, and an appropriate statistical staff.

This would involve a good deal of expense, but the gain to the nation as a whole in enabling every child to realise his or her potentialities, and in fitting him later into jobs for which he has an aptitude, would outweigh the cost, and indirectly, but definitely, assist the national programme.

Give Us the Chance to Help Rescue Europe!

Local government officers could play a big part in rescuing—and bringing democracy to—Europe, urges E. DIXON GRUBB, in this call for a wider opportunity.

JUST over a year ago an article entitled "Can We Help to Rescue Europe?" appeared in this journal. That question is still more apposite today. The first stage of the rescue, the expulsion of Axis armies, has been accomplished already in Africa, in Sicily and in a large part of Italy. Soon, we are told, the process will extend to western Europe.

But driving out the aggressors is a means, not an end. The most that can be gained through beating Hitler with his own weapons is the chance to continue with those of our own choosing. This struggle against the principle of dictatorship is unending; victory in the field is not enough to prove that democracy is feasible. Indeed, it might be argued that the reverse was true, since so many of our privileges have been suspended to ensure military victory. Nobody can be forced to accept either democracy or freedom.

In some ways, the second stage of the fight may prove more difficult than the first. Gauleiters may be expelled by force; but if we are to bring real freedom to the people, we must demonstrate that our own methods are equally capable of producing order. The period of occupation which must follow invasion will be our chance to show that our own methods are more efficient than those of the dictators. The chance of lasting peace may well depend upon the way in which these occupied areas are administered.

No doubt we shall find chaos—damaged water-mains; disrupted communications; blocked or useless sewers; insanitary conditions ripe for spreading epidemics among a population weakened by malnutrition; in short, the conditions which faced the local authorities of this country a century ago, and again when the blitz was at its height. If there was ever any doubt whether the "back-stage work" of local government officers was justified, those days removed it. The curtain was blown aside, and the populace of the blitzed areas were able to judge for themselves. Broad policy may have been settled in the offices of the Regional Commissioner rather than at the council table; but that made little difference to the men who organised the work. Whoever devised the policy, it was the local authority's staff which carried it into execution.

The same type of work will be encountered after a successful invasion, and the same type of experience will be needed. Every ounce of experience gained in local government work will be of value. The ability to use instructions as they are intended—for guidance rather than as bonds; experience in the administration of municipal services; knowledge of the way in which our system works; and, above all, faith in our ideal of "government by the people": all these things will be needed if our "sample of what democracy can do" is to incite imitation. And that is the only way in which democracy can spread. Those who hold posts in the administration of occupied countries will be our ambassadors.

But where are the men most fitted for the task? Many, I believe, are in the ranks of NALGO. Some are with the Forces, some are on the staffs of local authorities, all are doing useful work from which they can ill be spared. Nobody with the experience that will be required is likely to be unemployed today.

Some local government officers, I believe, have already been recruited into AMGOT, the inter-Allied organisation for the administration of occupied territories. But their number appears yet to be small. Many more will be needed if the job is to be done well. The authorities, I suggest, will have to decide between the needs of war-ravaged Europe and the needs of our own local authorities. It seems reasonable to assume that it would be easier to maintain the work of a well-established local government office with the aid of a substitute than it would be to organise the administration of a devastated town. Moreover, the system for securing aid from an adjoining district in an emergency has been thoroughly tested here. It is to be hoped, therefore, that whoever is called upon to make the decision will give due consideration to the relative importance of the work.

Of one thing there can be no doubt; if the opportunity is given them, local government officers will rise to the occasion.

DISMISSED OFFICER REINSTATED WITH £250 SALARY INCREASE

NALGO Victory in Industrial Court

IN a case before the Industrial Court last month, NALGO won a legal victory of outstanding importance to every local government officer. The facts, as outlined by Mr. Gerald Gardiner, counsel for the Association, were as follows :

Mr. B. Z. Simpson, a member of NALGO, was appointed county accountant for Westmorland in 1930 at a salary of £400 p.a. He was the first full-time accountant on the county council's staff, and established the department as a separate unit in the council's administration.

From an early stage in his period of service, Mr. Simpson felt that he was being substantially underpaid in relation both to the salaries paid to county accountants in other parts of the country and to the salaries, low in themselves, paid to the other chief officers of the council. He therefore repeatedly asked the council to increase his salary, latterly with the support of NALGO and the Association of Local Government Financial Officers, both of which contended that the appropriate minimum rate for the position was £900 p.a.

The county council, however, persistently refused to increase Mr. Simpson's salary beyond the figure of £650 (of which £50 was regarded as war bonus) to which it had been raised by 1942.

"Penalised"

In March, 1943, NALGO wrote to the county council suggesting that it should consult the Lancashire and Cheshire Provincial Whitley Council on the appropriate salary for the post, or should, by agreement, refer the matter to the Industrial Court or to arbitration under the Conditions of Employment and National Arbitration Order. In April, Mr. Simpson himself, in a personal letter to the clerk of the county council, pointed out that if the council refused to adopt one of the three courses suggested by NALGO, or to increase his salary to the appropriate scale, his Association could do no other than declare a dispute under the Conditions of Employment and National Arbitration Order. To this the council replied on May 21 by resolving :

To dismiss Mr. Simpson ;

To advertise the post of county accountant at a salary of £900 p.a. ; and

To inform Mr. Simpson that he was at liberty to apply for the post.

This resolution, Mr. Gardiner contended, amounted to an admission by the county council that the salary paid to Mr. Simpson during the past 13 years had been far too low, and that the salary of £900, which NALGO had always contended should be the minimum for the post, was the appropriate one. The council had recognised the justice of the claim only when NALGO had shown that it was subject to compulsory arbitration, and had retaliated by dismissing Mr. Simpson, who was chairman and one of the most active members of the Westmorland branch of NALGO. No complaint had been made against Mr. Simpson's work—on the contrary, he had testimonials commending it from the clerk to the council, the chairman of the finance committee, the chairman of the public health and housing committee, and fellow officers.

He was being penalised for the persistent way in which he had sought to have his salary raised to the appropriate figure for the post, and to improve the service conditions of his colleagues, and NALGO therefore asked for an award that he should be reinstated and that his salary should be increased to £900.

For the county council, Mr. E. J. C. Neep, counsel, contended that it had a legal right to dispense with Mr. Simpson's services if it thought fit, that he had been fairly and reasonably treated, that he had not been victimised in any way, that he should not be reinstated, and that his salary should not be increased to £900. Explaining the action of the county council in raising the salary for the post of £900, and in dismissing Mr. Simpson, Mr. Neep said :

"After the clear pressure letters from NALGO and from Mr. Simpson, the county council had no alternative but to put up the value of the job against their will. They did not think it was worth £900 a year, but they had to put it up because they felt that if they went to arbitration they would be made to put it up. It cannot be said, on the evidence, that the council were trying to get back at Mr. Simpson because he was a member of NALGO."

The court, which consisted of Sir Harold Morris, K.C. (chairman), Mr. J. McKie Bryce, and Mr. F. S. Button, awarded that Mr. Simpson "should be reinstated in his former position at a salary of £650 p.a., such salary to be increased to £900 p.a. as from the date of the award"—October 15.

A NALGO DIARY :

By "ABINGDON"

BRAINS trusts, lectures, essay competitions, week-end schools—these and other examples of effective public relations have filled my postbag this month.

For one Brains Trust, organised by R. CODD, public relations correspondent at **Stretford**, 550 people sought admission to a hall seating only 175, and 70 questions were sent in. The "Brains" consisted of Councillor Mrs. Bagley, chairman of the maternity and child welfare committee, Miss I. Stansfield, administrative officer in the air raid welfare department at Manchester and one of the two women members of NALGO's N.E.C., Reese Edwards, director of education, Albert Jones, deputy town clerk, A. H. Perry, deputy borough engineer and surveyor, and N. G. Smith, chief clerk in the treasurer's department. Stephen Duncan, NALGO assistant divisional secretary in the north-west, was question master.

If one may judge from a long report in the "Stretford and Urmiston News"—which made the Brains Trust its leading news feature of the week—the experiment was an outstanding success, with intelligent questions and informed and witty answers. "The whole effort," writes Mr. Codd, "cost the branch £2 8s., and for the publicity received it was thought well worth while. I feel that other branches could well follow our example . . ." I echo that, and hope, too, that the further Brains Trusts which Stretford is planning will be equally successful.

Lectures and Films

Reading branch public relations correspondent, A. F. SARFAS, has been equally enterprising in organising, in association with the Berks county officers' guild, an ambitious winter programme of lectures, illustrated by films. Subjects include local government structure, town and country planning, public health, education, public assistance and the Beveridge Report, public protection, and local government reconstruction, and for each of them Mr. Sarfas has secured a local expert. So far, owing to limited accommodation, the lectures are open only to officers, councillors, and their friends, but Mr. Sarfas hopes to obtain wider audiences in the future ; he has certainly made an encouraging start.

Citizens of Tomorrow

Bermondsey, another branch which has several achievements in the same field to its credit, has recently embarked on an essay competition open to senior elementary and central school children. The scheme has secured the enthusiastic support of the Bermondsey libraries and education committee, the education officer of the L.C.C., and the head teachers concerned.

The competition is to be held annually, and the children will be given a choice of three subjects, selected by the district inspector of the L.C.C. The branch is offering a wooden shield, designed by a member of the architect's staff, to be hung in the school providing the winning essay, and book prizes for the writers of the best essay from each school. In addition to the normal instruction in local government provided in the schools—civics is included in the L.C.C. curriculum—the library department has undertaken to supply teachers with books and pictures, and the public health propaganda department has offered to show its films on the work of the department.

Based on the doctrine that "the child is the citizen of tomorrow and all our plans will be wastepaper unless he is trained for the task," this scheme should be of outstanding benefit. The branch secretary, A. S. ROBERTS (Housing, Town Planning and Estates Dept., Neckinger, S.E.1) will gladly send details of the scheme to all branches interested.

L.G.S. in North Africa

Whatever happens to it at home—I hear dark hints from time to time—it appears that LOCAL GOVERNEMENT SERVICE is well and widely read in Africa. Last month I published a photograph of a native reading it with obvious enjoyment in Kenya. NOW, SYDNEY STRATFORD, branch secretary at **Bristol**, tells me that it was the first periodical one of his members saw in two camps he visited in North Africa.

Incidentally, the journal shown in last month's picture had been sent to Kenya by **Fulham** branch, not by Greenwich, as the caption implied.

News from Italy

I have news of a group of members who before the invasion at any rate, were in the Italian prison camp, Campo P.G. 78. In a letter dated May 12, PHILIP JARVIS, of **Middlesex** County writes :

"We have a fairly large number of NALGO members in this camp. I have met M. Bailey, Middlesex, J. Johnson, Richmond surveyors, T. Borley, Croydon education, P. Sheppard, Leicester lighting, F. Hughes, Manchester gas and J. Bewley, Salford. We know there are several more, but have been unable to contact them yet . . . Most of us have been here almost two years and have practically lost contact with our branches . . . I should be grateful if you could forward to us any news of NALGO . . . We are all very cheerful and optimistic . . ."

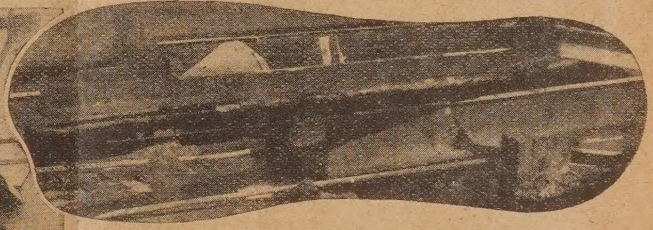
More N.C.I. Successes

Though the number of students of the NALGO Correspondence Institute has inevitably fallen off during the war, those still able to take its courses continue to carry off most of the prizes. This year, for example, one N.C.I. student won first place with honours and the Association's prize in the intermediate examination of the I.A.R.V.O., while another won the Mary Hill Memorial medal and the Evaline E. Daley prize in the final examination of the Poor Law Examinations Board for clerical assistants.

Branches Push Ahead with Public Relations Schemes

ASK AT YOUR CO-OPERATIVE SOCIETY FOR—

CWS Raydex MEDIUM NAVY CUT CIGARETTES



This building collapsed through RUST!

At first glance it looks the result of an air raid or earthquake, but look more closely and you will see where the saboteur RUST has been at work. And this is just one of his efforts to undermine our war efforts — and peace efforts.

Metallising will prevent corrosion and give added life. Write to the technical advisory board about your particular problem.

THE ASSOCIATION OF METAL SPRAYERS

THE TECHNICAL ADVISORY BOARD ON THE BRITISH Tekro SPRAYING PROCESS, THE APPLICATION OF NEW DEVELOPMENTS IN THE PROTECTION AGAINST CORROSION AND THE RECLAMATION OF WORN PARTS : THERE ARE MEMBER FIRMS IN ALL PARTS OF GREAT BRITAIN
ISSUED FROM THE OFFICE OF THE ASSOCIATION OF METAL SPRAYERS, BARCLAYS BANK CHAMBERS, DUDLEY. PHONE: 4045

M-W.47

(Continued from page 480)

situation, there would be nothing to be done about it—the police would be on strike. The result would, I submit, be complete chaos. Of course, there is the possibility that the *real* backers of affiliation have such a prospect in mind. These are the reasons why I trust we shall never become affiliated to the T.U.C.

Sheffield. CITIZENESS.

"NALGO Must Stay Independent"

THE T.U.C. is an organisation with a definite and distinct political party bias. If the proposal had been to affiliate to a national congress or body leaning towards either the Conservative or the Liberal party should we have heard so much of it?

Local government officers occupy a unique position. They are not remunerated by the distribution of the profits of private industry; they are servants of all the people irrespective of party, class, or creed, and all the people have the right to expect from them the strictest impartiality. The concern of the T.U.C. is with a different section of workers. NALGO cannot legislate for industrial workers. The T.U.C. can.

The recent ballot showed only 33 per cent of the total membership of the Association in favour of affiliation; 42 per cent did not vote. Had the ballot been taken after the year's record achievement which was reported to the 1943 Conference, the percentage in favour would doubtless have been even less.

War-time dictatorial powers and measures will not last for ever, and when times are normal, NALGO will be much better able to deal with post-war problems affecting local government officers without affiliation.

We must not forget our traditional impartiality. NALGO must remain an entirely independent organisation.

Northampton. T. W. STORR.

Reasons for Delay

IT is to be hoped that branches will reject affiliation to the T.U.C., not once and for all but for at least two years after the end of the war, for the following reasons:

1. Most, if not all, of our colleagues will by then have returned from war service.
2. Possibly all the war-time temporary staffs will have been either discharged or assimilated into the permanent establishment.
3. The T.U.C., whose functions and powers are at present limited or diverted by its support of the war, will by then have returned to peace-time activity and we shall be in a better position to judge its worth.
4. In the year after the war, Conference might consider amending its rules and constitution to provide that the result of a ballot of all members should be legally binding.

Decisions taken when feelings are running high are likely to split branches and, consequently, the whole Association. NALGO cannot afford now to risk a split on this or any other issue—but perhaps when we have settled down to peace-time reconstruction, when our nerves and tempers are no longer warped by war-time duties and propaganda, we shall be able to reconstruct ourselves and so put ourselves in a proper frame of mind to judge between the respective merits of affiliation to the T.U.C. and Whitleyism.

Hastings. F. A. BRISTOW.

"War-Time Neurosis"

THE skirl of the Glasgow bagpipes in the October issue may be stimulating to the players—but what comes from the instrument? Just what has gone into it—wind! It is all very well to prance about and demand affiliation to the T.U.C., but I have not yet seen a single statement which defines what the individual member may expect to receive as benefit from this affiliation. We know he will have to pay his share of the affiliation fees to maintain the swollen bureaucracy of T.U.C. officials. We know from the plaints of those who have suffered what happens already to the salaries and conditions of officers in some of the councils with Labour (or trades union) majorities. We know that the T.U.C. cannot keep the affiliated unions in order, and that the unions cannot keep discipline among their members. All this demand for T.U.C. affiliation is the result of war-time neurosis, and the sooner the sufferers return to near-sanity, the better it will be for NALGO and local government generally.

Exeter. R. C. PERROTT

Some Questions Answered

MR. HILL'S suggestion that you should ask Sir Walter Citrine to give us the facts about the T.U.C. is interesting. The N.E.C. is not likely to adopt it, but perhaps you can find room for the following. The questions, I find, are the principal ones members have asked in Glasgow, and I give what I believe to be the correct answers. The information is taken mainly from the Standing Orders of the T.U.C.

1. *What are the objects of the T.U.C.?* "To promote the interests of all its affiliated organisations and generally to improve the economic and social conditions of the workers."

2. *How does the T.U.C. carry out these objects?* By endeavouring to establish or obtain public ownership and control of natural resources; a maximum working week and minimum wage; provisions for unemployed; adequate housing and education; compensation for industrial accidents and diseases; adequate old age pensions.

3. *How much will affiliation cost NALGO?* The affiliation fees are 2½d. per member per year, i.e., less than one farthing per member per month.

4. *How is the T.U.C. governed?* By the Congress which meets annually, and between Congresses by the General Council. The latter consists of 32 members elected on the basis of trade groups. The Congress is made up of representatives of each affiliated society on the basis of one delegate for each 5,000 members or fraction thereof. NALGO, on its present membership, would be entitled to 24 delegates.

5. *Would NALGO be represented on the General Council?* Not necessarily, but it would be one of the strongest unions in the public employees group, which elects one member to the General Council.

6. *Are there professional unions similar to NALGO in the T.U.C.?* Yes, many, including the Association of Scientific Workers, the Guild of Insurance Officials, the Scottish Bankers' Association, the Electrical Power Engineers' Association, the Bank Officers' Guild, and the National Union of Journalists.

7. *Can the T.U.C. order NALGO out on strike?* Of course not. Affiliation does not affect NALGO's present position as regards strikes, with the exception that local government officers would have an obligation not to act as strike-breakers (e.g., manning transport vehicles during an officially recognised strike.)

8. *Would not NALGO be swamped by the strength of the manual workers' unions?* No. NALGO, with its 120,000 membership, would be one of the strongest unions apart from the six very big unions in the T.U.C. Many smaller unions have played a vital part in T.U.C. activities and have provided many of its leading figures.

9. *Would affiliation mean giving up Whitleyism?* No. The T.U.C. recognises and utilises Whitleyism wherever necessary. Affiliated unions at present take part alongside NALGO in Whitley Councils. The fact that NALGO was an affiliated union would unify and strengthen the staff sides.

10. *Would NALGO be tied to the Labour Party?* No. There are 232 unions affiliated to the T.U.C., but only 74 of these are affiliated to the Labour Party (1941 figure). Affiliation to the Labour Party is a separate act and would rest entirely with the NALGO membership.

11. *Should not local government officers be free from any "taint" as regards politics?* (*a*) See 10 above. (*b*) This accusation can be made only if an officer is concerned in formulating policy. The rank and file rate collector or surveyor's clerk, for example, will not do his work less efficiently through being connected with the T.U.C. (*c*) The majority of local government employees are already in T.U.C. unions. It is never suggested that transport, gas, electricity, water, hospital, housing workers, etc., most of whom are in unions affiliated to the T.U.C., endanger the structure of local government.

Glasgow. ALEX. LANE.

A Voice from the R.A.F.

I WAS sorry to hear that, although the ballot vote at the Conference showed a large majority in favour of affiliation to the T.U.C., the matter was again referred to branches for discussion.

The result of the ballot gave a clear indication of the wishes of the members, and was surely conclusive enough finally to settle the question.

This delaying action by Conference is contrary to all the principles of the Association, and must not be allowed to continue. The many members, especially those in the armed forces, who must have voted for affiliation, are entitled to a more just handling of the matter. The issue is too important to allow of any further delay. I therefore urge immediate action in accordance with the result of the vote.

TOM WEBSTER (L./A.C.)
R.A.F., Canada.

REPLANNING BRITAIN
NALGO Should Play Its Part

WHEN the NALGO Reconstruction Committee was formed, I hoped that serious efforts were being made to re-organise local government. Although few branches co-operated, an excellent report resulted. However, like so many other reports, it ended there. This is most regrettable, but it is typical of the apathy of the bulk of Englishmen to social affairs. We all wish for an improvement, but prefer to leave it to the other fellow.

It appeared from the report that the majority of members of the Reconstruction Committee agreed that the best form of local government was the county borough type of authority with a population of 75,000—120,000. This would be big enough to have the economic freedom to foster large scale social and cultural plans, whilst small enough to retain its communal spirit.

Towns should be places to live in and not to escape from. To achieve this end, we need to plan now. The ugly agglomerations of brick and mortar with which mankind has defaced this fair land of ours need to be removed. In their place, we want decent houses with cultural amenities. We do not want series of brick boxes, devoid of all architectural beauty, laid out on geometrical lines. In one city I know the authorities built a big estate of 800 houses on the city boundary. There was no place of worship, no public house, and few shops. It was far from the workplaces of the inhabitants, and involved a daily waste of time and money to reach the town centre. Many of the people yearned for their former homes, where at least they had opportunities for friendly intercourse. I suggest that this instance is not isolated, but typical of our housing schemes during the years between the wars. One woman told me that in her former neighbourhood she had plenty of shops to choose from, whereas in the new Mecca there were only two. Again, in the back-to-back type of house

there is only one outer wall whereas the modern "desirable semi-detached" house has three outer walls, absorbing and dissipating heat. Add to all this higher rents and transport charges and the result is less to spend on good food and warm clothing.

I am not suggesting that we should put up with the festering housing sores which disfigure our towns. I am pleading for wise planning and for avoidance of the dissipation of the people's wealth by rehousing them near their work. By a proper control of industry, the evils of industrial life—its smoke, grime, and offensive odours—could be overcome.

Before we can consider the housing question, we must know where we stand. I suggest, therefore, that the N.E.C. should approach the associations of local authorities with a view to joint action in the re-planning of Britain. Unless this is done we shall stumble along in the old way and a glorious opportunity to build a better Britain will have been irretrievably lost.

Bilston. W. L. KAY.

WHO SAID A SAFE JOB?
Trials of a "Permanent"

I AM employed by one of the largest London boroughs as a "permanent" senior clerical officer, the functions of the department in which I am engaged—a scheduled undertaking under the Essential Works Order—being of first-rate importance to local and national interests. I am in my 42nd year, and have recently completed 26 years in local government service.

Exactly a month before being de-reserved, I was directed under the National Service Acts to enrol in the Home Guard (which, incidentally, I had not been encouraged to join previously as a volunteer because of civil defence obligations to my employers) and, in addition to general military training, I am also taking a specialist course.

I am now awaiting call-up for the particular branch of the Forces for which I "opted" but . . . who knows?

Now I have received an inquiry from the Ministry of Labour and National Service Regional Office asking if I wish to be considered for transfer to underground mining work!

Our members in the Forces are at least settled, which is more than I can say for myself.

London, W. F. E. S.

WHY SAVE LOCAL GOVERNMENT?
"Better if It were Nationalised"

I REJOICE in the plain speaking of Frank Lines, of Portsmouth, when he asks in the October journal "Why try to save Local Government?" NALGO is composed almost entirely of rank and file officers who stand to benefit from the nationalisation of all public services and it is the Association's business to further the interest of its members.

I am certain that 90 per cent of these would be delighted to be civil servants, with all the advantages of better grades, better conditions, promotion by selection board, etc., rather than continue to suffer the low salaries, unpaid overtime, problematical promotion by whim of chief officers, and other injustices imposed on us because we are *local* government officers.

If NALGO is to stand in our way, continuing to prate of Whitehall "depredations," my resignation will be one of many.

Edinburgh. C. GRINTON BERRY.

RATING OFFICERS' GRIEVANCE
"Not Getting Fair Deal"

THERE seems to be a growing tendency in local government to make the treasurer to the council also the rating and valuation officer, and there are many authorities in which the man who is doing all the work, and on whom the council depends for advice on rating and valuation matters, is simply styled an assistant. There are many treasurers (qualified in accountancy, but not qualified by examination in rating and valuation) who are placed over men who have obtained the certificate for the final examination of I.A.R.V.O. This not only involves status, but also, in many cases, a lower salary than would otherwise be the case. It is not in the interest of NALGO that one section of its members should not be getting a fair deal, and I should like to hear what other members think of it, and whether they do not consider that the Association should do something about it.

OBSERVER.

THE JUNIOR'S PLIGHT
"New Order" Wanted

HAVING recently been promoted to the magic circle of "officials," I can dispassionately review the grievances and resentments that strew the thorny path of a junior. Happier and smoother working of the service will never be achieved so long as:—

(*a*) Self-important high-salaried officials require ill-paid juniors to devote their spare evenings to performing the less spectacular duties of those officials.

(*b*) Highly intelligent but down-trodden juniors have to carry out intricate negotiations whilst the official's secretary reads the latest novelette.

(*c*) Officials allow favoured female clerks to arrive half-an-hour later than the remainder of the staff.

(*d*) Officials show undisguised favouritism to those juniors whose spare-time activities coincide with their own.

(*e*) Officials fail to realise that in most cases where they oppose juniors' applications for salary increases, much higher salaries would have to be offered to obtain inferior substitutes.

Any hope of a New Order—or will the leopard never change his spots?

ASSISTANT CLERK.

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THE NURSE—AS SHE REALLY IS!

By ANGELA GAYWOOD, S.R.N., S.C.M.

Inspired by hearing the famous B.B.C. Postscript on "The Little Nurse."

THE nurse is dragging reluctant feet down a wide, long corridor. At the end is a mountain of soiled linen. The nurse is wondering if she could push it all uncounted into the laundry baskets and, by estimating how many mishaps had happened on the ward during the day, could reach a fairly accurate figure for Sister's laundry book. That would save at least half an hour and allow her to go into tea with at least the semblance of a starched, immaculate apron, rather than with an indescribable rag . . . certain to earn the caustic comments of the Home Sister.

Humming "Less than the dust . . ." the nurse decides to chance it. Having done so, and struggled with the closing of the baskets—a herculean task in spite of her ample proportions—the nurse breaks all records in covering the distance between the linen-room and the kitchen, to swallow a tepid cup of tea left by her colleagues.

At the last gulp, a bell rings from the private ward. Doing her best to camouflage the exasperation and fury it arouses behind a fixed smile which strains her masseter muscles to breaking point, she goes to the ward. The patient, Mrs. Cooper-Cooper—she insists on both Coopers—demands in one breath a certain receptacle, a hot drink, her pillows shaken, her bed-jacket changed, her Eau-de-Cologne, the window shut, the doctor who hasn't seen her for at least two hours, and some more pink pills.

Automatically, and with the smile still fixed, the nurse sets about these tasks, leaving the first till last, knowing that she dare not trust herself to handle anything until the patient is settled and peace is likely to reign for another half hour.

Returning to the ward, with one eye on the clock—a movement directed by her stomach—the nurse finds No. 13, old Daddy Brown, demanding to have his lumbar regions rubbed again with methyl sal. Remembering that 13 was always her unlucky number and realising that a final dose of methyl sal., on top of the sassafras oil applied earlier to a new patient, will completely overwhelm her Californian Poppy bought especially for a date that night, the nurse decides to cancel the date, sit round the common-room fire, and talk shop.

While she is applying a vigorous palm to Dad's lumbago, a new patient in the next bed asthmatically informs the ward in general that "'e didn't 'ave no say in coming to this place, and never 'avin' 'ad a doctor in 'is life 'e didn't 'old with all this 'ere, and 'e'd tell 'is daughter what 'e thought next visiting day," and so on.

The arrival of the Sister on the ward reduces the asthmatical perorations to a mere muttering, abruptly stops the usual acrimonious discussion between the ward maid and the "daily" over the question of priority of the ward broom, and makes the staff nurse look less important.

By now, the nurse is beginning to lose her sense of humour, but the situation is saved by Sister sending her to supper. Analysing her emotions, she finds that her stomach has prior claim over all—which reminds her that her lecture on the digestive system has not been written, and that her previous lecture on the liver must be revised. On arriving in the dining-room, liver and onions assail her nostrils, and she decides against any revision.

The big nurse is walking down the corridor. The day is over, she is tired. But she is reasonably happy—as happy as anyone doing a job, a job which demands energy, patience, and intelligence, a job which requires a sense of humour, and a job which any man or woman can do for their fellow men if their inclinations happen to lie in the path of humanity and the healing of the sick.

Women—Work for Those Better Jobs!

By Margaret Hamilton

MISS GAYWOOD refers to the possibility of women town clerks, treasurers, surveyors, directors of education. How many of us today are qualified for such positions?

Think of the younger men who worked in your department before war service claimed them. What classes were they taking—law, accountancy, surveying, transport? Are you taking those classes, or have you ever taken them?

Women are blamed for not being interested in local government as a career, and the reply is, of course, that a routine clerical or typing job is not big enough to fill anyone's life. To give ourselves and the women of the future a chance to occupy the more worthwhile jobs, we must work and study now.

In medicine, the profession in which women come nearest to being on equal terms with men, they had to fight for admission to lectures and demonstrations. They did fight; they took the classes, making themselves fit for this vital job, instead of sitting fuming at men for trying to keep it to themselves.

We need not fight for knowledge. Classes are open to us if we take the trouble to go to them. And no one is too old; if you have not studied for years you will find your brain stimulated by the exercise and made keener for everyday things. If there is no suitable class near your home, correspondence courses will help you to take degrees and diplomas. If you are in one of the women's services, the Navy, Army, or Air Force authorities will help you with educational courses. NALGO runs classes and courses on subjects connected with local government; find out about these from the education secretary of your branch.

Perhaps the man who now holds the job you want had no special qualifications—but he did not have to win his appointment in the teeth of a conviction that "it isn't a job for a woman." And are you sure the job could not be done better, more imaginatively, by someone who had studied the whole subject instead of having experience of only one small section? For more and more jobs now a degree or a certain standard of technical attainment is required, and only if you are armed with this proof of your ability can you, as a woman, hope to break down the prejudice of councils and committees.

As usual, it must be emphasised that we do not wish to oust men from all the "plum" jobs; we only try to bring a little nearer the ideal that when a position is to be filled, men and women shall stand side by side and the choice shall be made on grounds of fitness for the job.

The battle for equality of opportunity is a hard one, but the first step is for women to fit themselves for the really big jobs. Miss Audrey Prime calls for the waking-up of the sleeping beauties, and I would urge that, before the alarm clock stops ringing (princes being a little out-of-date these days), the "beauties" should be at work with text-books, slide-rules, instruments, plotting out the future instead of waiting for it to come to them.

SCOTS CORNER

Glasgow's 600 New Members in Two Months: 350 Nurses Enrolled

By "SASSENACH"

Glasgow *branch has broken all records by recruiting more than* 600 *new members in two months, including* 350 *nurses enrolled during Miss Gaywood's meteoric Scottish tour. Glasgow is now well in the running for the title of NALGO's biggest branch. Who said Manchester always leads?* . . .

Recruitment and propaganda meetings were held last month at **Ardrossan, Ayr, Dundee, Edinburgh, Glasgow (12), Hamilton, Paisley, Rutherglen,** and **Stirling** . . .

The total increase in Scottish membership this year now stands at more than 1,300 . . .

Mr. James Penny, Dundee, who, as was recorded last month, failed by the chairman's casting vote to secure election to the N.E.C. —Mr. T. Spence, president of Dumbartonshire branch was elected—may have another chance before long for, if our membership keeps on growing, Scotland will soon be entitled to five seats on the council . . .

Three new branches have been formed for the staffs of the Burghs of **Ardrossan and Saltcoats, Ayr, and Stirling.** Six more, now "on the stocks" should soon be safely launched . . .

Nearly 7,000 copies of the new Scottish edition of "All About NALGO" have been distributed. There must be a lot of folk in Scotland who, if they do not know "all," at least know more about NALGO than they did . . .

The Writing on the Wall! After publication of the Port Glasgow award of the National Arbitration Tribunal (which was circulated by the acting divisional secretary to every Scottish local authority) a number of county councils have decided to adopt the Joint Industrial Council decisions on war service pay and cost of living bonus . . .

An application for a responsibility payment for tellers in the city collector's department at **Dundee** has been successful . . .

Another application to Glasgow town council for equality of overtime payments for men and women has also borne fruit. Miss Gaywood, please note! . . .

NALGO's lone representative on the Taylor Committee on nurses' salaries (the acting divisional secretary) has succeeded in removing an anomaly in the health visitor's scale, which penalised a number of long-service officers . . .

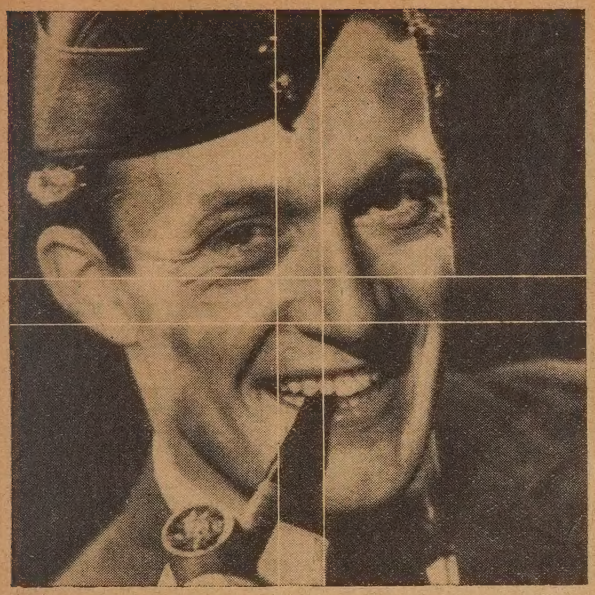
Last month's admirable report of the Scottish district committee meeting was contributed by Mr. Alex. Lane of the city collector's department, Glasgow.

"Women Must Use Their Initiative"

We have received the following from three women members of the Leicester branch.

WE cannot let such an outstanding event as Miss Gaywood's visit to Leicester on September 30 go by without a word of appreciation from the women members of the Leicestershire education department.

Miss Gaywood's remark (when referring to the small percentage of women in Parliament) that the main reason for our present day topsy-turvy world was that only one half of its brain power had yet been properly used, is surely a challenge. Can we not put this principle into local government? We must overcome the woman's natural tendency to sit back and wait to be told what to do. We must act more on our own initiative if we are to prove ourselves worthy to hold the positions alongside our men colleagues and work with them for the common good.



It's pukka gen

The wallah who put me on to FOUR SQUARE certainly had the pukka gen on baccy. No 'mouth' or 'throat' however much you smoke. Must be something in what he said about FOUR SQUARE being a dandy smoke without artificial scent or flavouring. Anyway, from now on it's FOUR SQUARE for me. Six blends to choose from —

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AROUND THE DISTRICT COMMITTEES

Eastern Urges Deferment of T.U.C. Affiliation

AFFILIATION to the T.U.C. was the subject of a long debate at the quarterly meeting of the Eastern District Committee, held in London on October 2. After careful examination of the ballot figures and full discussion, the committee passed the following resolution by 45 votes to 25 :

"That this district committee, having examined the figures submitted, is of opinion that these do not reflect the true opinion of the Association as a whole and that further consideration of this question should be deferred until the return of members now in the Forces."

The committee agreed to convene a meeting of women, one from every branch in the district, to discuss women's membership and to appoint a small committee, which, with the existing executive committee, would form a district women's sub-committee.

The existing members of the staff side of the Eastern provincial Whitley council were re-elected, casual vacancies being filled by the appointment of Messrs. Harvey and Innes.

Members stood in silence as a mark of respect to the late Mr. J. Hitchman, Southend-on-Sea, a prominent worker for the Association, and regret was expressed at the resignation of Mr. Clarke, Essex Rivers Catchment Board, who leaves the service on taking up a commercial appointment.

North Western on War Pay Controversy

AT a meeting of the North Western and North Wales district committee in the Town Hall, Liverpool, on October 2, attention was called to the agitation of a small number of local authorities in the area who were seeking legislation to amend Defence Regulations permitting the National Arbitration Tribunal to make awards requiring authorities to make up war service pay. It was decided to urge the National Executive Council to seek an early interview with the Minister of Labour and to invite branches to approach their Members of Parliament on the matter.

SALARIES AND SERVICE CONDITIONS

NORTH WESTERN AND NORTH WALES

Liverpool C.B. has agreed to the appointment of a local joint committee, consisting of seven members of the city council and seven officers, four of whom will be members of N A L G O.

In response to representations made after the publication of an advertisement for a senior sanitary inspector at a salary of £270-£315, **Lancaster B** has appointed an officer at the maximum of the grade, rising after one year's satisfactory service to the next grade, £320-£350.

Appeals in respect of five local authorities have been submitted to the Whitley Council appeals' committee. In two cases all the appeals were successful, and in three some successes and some failures were registered.

NORTH-EASTERN

Berwick B. has adopted the provincial council salary scales and has agreed to become a constituent member of the provincial council.

The appeals committee of the provincial council has awarded increases of £75 by three annual increments of £25 in the salaries of the clerk and surveyor to **Washington U.D.** The appellants were represented by the divisional officer.

The staff of the **Longbenton U.D.** have formed a new branch, to be known as the Longbenton branch.

YORKSHIRE

York C.B., after adopting the increased cost-of-living bonus recommended by the National Whitley Council and endorsed by the Yorkshire provincial council, decided that future recommendations by the provincial council on salaries and bonus should be accepted by the council and acted upon immediately they are received, as is done in the case of other wages awards.

Keighley B. has agreed to the appointment of a local joint committee consisting of five representatives of the council and five of the staff. A constitution and rules have been approved and adopted.

METROPOLITAN

Tottenham B. has become a constituent member of the Middlesex provincial council and has adopted the provincial council's scales of salaries with the exception that women officers receive four-fifths of the scales, and the fourth bonus award.

SOUTHERN

Amersham R.D. has agreed to become a constituent member of the South Midlands provincial council.

Poole B. has decided to establish a staff advisory committee, the constitution and functions conforming to the model scheme of the South Midlands provincial council, and to grade its staff within the provincial council scales.

SOUTH WESTERN

Devon C.C. has reverted from a 46-hour to a 39-hour week, with payment for authorised overtime over 39 hours at the rate recommended by the provincial council.

Cost of Living 1 Point Up

The Ministry of Labour cost-of-living index rose one point last month to 199, representing an increase of 28.3 per cent. since the outbreak of war.

Obituary

J. W. WINTERBOTTOM

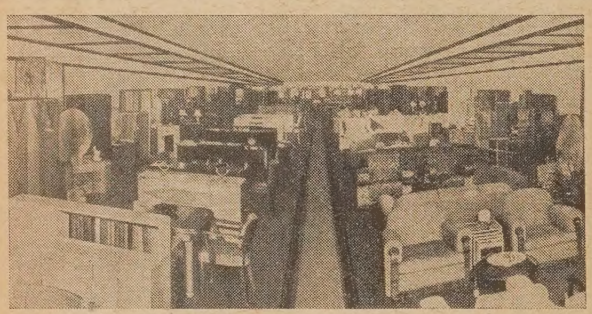
We regret to record the death, on August 29, of Mr **J. W. Winterbottom**, sanitary inspector to the South Westmorland R.D.C., and a member of the Westmorland branch executive committee.

Nalgo Addresses

Headquarters (all departments)—**The General Secretary, N A L G O, 24, Abingdon Street, London, S.W.1** (Telegrams NATASSOC, Parl., London ; Telephone WHitehall 9351).

"**Local Government Service**" **advertisements**—A. Darby's Advertising Agency, Cobham House, 24, Black-Friars Lane, London, E.C.4.

Regional and Divisional Officers : Metropolitan—T. M. Kershaw, 27, Abingdon Street, London, S.W.1 (WHitehall 9351) ; **Eastern and South Eastern**—F. Thomas, 54, New Street, Chelmsford (Chelmsford 4347) ; **Southern and South Western**—N. M. Woodcock, 16, The Crescent, Taunton (Taunton 2779) ; **East and West Midlands**—J. E. N. Davis, 14, Earlsbury Gardens, Birchfields, Birmingham 20 (Birchfields 5123) ; **South Wales and Monmouthshire**—A. M. Geary, 11, Park Place, Cardiff (Cardiff 1646) ; **North Western and North Wales**—H. Corser, 2, Mount Street, Manchester 2 (Blackfriars 7668) ; **Yorkshire**—W. Cecil Wood, 12, East Parade, Leeds (Leeds 24861) ; **North Eastern**—W. J. Upton, Milburn House (A), Dean Street, Newcastle-upon-Tyne (Newcastle 24900) ; **Scotland**—A. Procktor, 67, West Nile Street, Glasgow, C.1 (Douglas 0404).



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